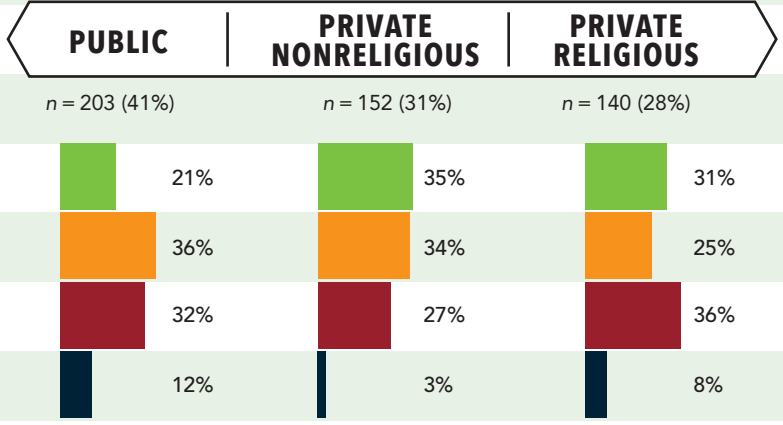
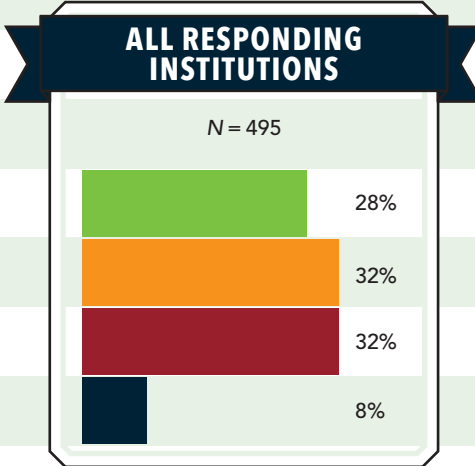


INJUNCTION

What Is Higher Ed Doing ABOUT THE 2016 FLSA Overtime Rule?

"In light of the injunction, how are you handling your FLSA OT rule changes?"



INSTITUTIONS IMPLEMENTING AND DELAYING SOME CHANGES

INSTITUTIONS REVERSING SOME CHANGES

TYPE OF CHANGE	IMPLEMENTING	DELAYING
Reclassify Exempt Status	42%	77%
Raise Professional Salaries	70%	35%
Change Residence Manager Working Provisions	15%	30%
Change Travel Policies	11%	22%
Other	13%	8%
Raise Postdoctoral Salaries*	41%	22%

* For Doctoral institutions only (n=51)

n = 159 (32%)

TYPE OF CHANGE	ALL / SOME POSITIONS
Exempt Status	50% 45% 95%
Salary Adjustments	15% 8% 23%
Residence Manager Provisions	5%
Travel Policies	0%
Other	15%

n = 40 (8%)